

POSITION DESCRIPTION

Position:	Transition to Mental Health (TMH) Clinician
Directorate:	Area Mental Health and Wellbeing Service
Division:	Mental Health
Business Unit:	Mental Health
Enterprise Agreement	VICTORIAN PUBLIC MENTAL HEALTH SERVICES ENTERPRISE AGREEMENT 2020-2024
Reports to:	Allied Health Mental Health Educator

MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1200 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

MBPH is proud to be affiliated with Monash and La Trobe Universities for the provision of undergraduate and postgraduate Medical, Nursing and Allied Health education. Affiliations also exist with other universities for clinical placement and training.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our **HEART** values and the expectations to uphold the values, please refer to **page 5** of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our patients, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES



POSITION SUMMARY

Transition positions are supported to transfer skills attained from other practice areas into the mental health setting and build capability for collaborative clinical mental health practice. This is achieved by working through a structured learning plan; support from the Allied Health Mental Health Educator; participating in a comprehensive orientation program; regular professional development days; discovery days with other programs/teams in mental health; discipline-specific clinical supervision and a group supervision program. The program is part of a broader inter-professional early careers program, incorporating nursing and other allied health disciplines.

This position is required to undertake mental, social and physical assessments, treatment and care coordination for people with serious mental illness in the community as well as providing support, advice and assistance for external agencies.

The 12-month program will include rotations in 2 different teams within the mental health service. Transition program positions maintain a reduced clinical workload and are placed in teams where there is an experienced Grade 2 or above of the same discipline, or this person is easily accessed at the same site. This program is derived from the Royal Commission into Victoria's Mental Health system recommendations.

KEY RESPONSIBILITIES AND DUTIES

- Develop and successfully complete a 12-month learning plan that focuses on developing core competencies for social work mental health practice
- Participate in the Program's clinical supervision program
- Attend all professional development opportunities or complete substitute tasks as agreed with Allied Health Mental Health Educator
- Undertake primary consultation services, including triage, assessments, treatment planning and continuing care planning in conjunction with clients, carers and GPs
- Provide secondary consultation to specialist mental health, primary care sector and other service providers to facilitate best practice for the treatment of high prevalence mental health problems, such as anxiety and depression.
- Provide acute assessment and treatment for clients in psychiatric crisis or risk of serious self-harm or suicide.
- Undertake the assessment of clients accepted for routine intake and contribute to the development of individual treatment plans for clients.
- Perform all case management and case co-ordination tasks in relation to clients, ensuring the implementation of treatment plans, comprehensive documentation on client files, the performance of reviews and appropriate client transfer/discharge procedures.
- Provide support, information, and education to family members, carers and significant others.
- Facilitate individual and group therapy and psycho-education sessions to clients, carers and families, as appropriate and relevant

- Contribute to internal policy development, service development and planning, and evaluation of Mental Health Service services, in line with relevant legislation.
- Demonstrate commitment to enhancing the capacity of primary and specialist care services for early identification and assessment through education and training. This includes understanding early warning signs / risk factors and symptoms of serious mental illness.
- Utilise a multi-sectorial approach in conjunction with key stakeholders, such as GPs, Psychiatric Disability Support Services and Community Health Services to achieve effective and responsive service provision for the client group/s.
- Work across health, education, and welfare sectors to develop systems and protocols that facilitate best practice in prevention, early detection and intervention within the above identified groups of people.
- Adhere to service reporting mechanisms as appropriate including gathering of data, prepare reports to demonstrate service effectiveness, participate in continuous improvement activities.
- Contribute to Mental Health planning
- Work collaboratively with all internal and external service providers to ensure the most appropriate care and service is provided for the client.
- To continually promote MBPH Hospital mental health services to customers in the wider community and contribute to the education of the general community, other organisations and community groups.
- To protect at all times the integrity and confidentiality of information
- Demonstrate a commitment to quality and excellence in service standards by participating in quality activities and ongoing evaluation of clinical and other services delivered to clients and their families.
- Other duties as directed and required.

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

- An approved degree in Social Work (Bachelor or Masters) and no previous professional practice in clinical mental health setting
- Minimum of 12 months experience practising as a qualified health professional in setting other than clinical mental health
- Full registration or eligibility for membership with AASW
- An understanding of the concept of recovery and an awareness of trauma informed care
- Demonstrated experience, skill and knowledge in the provision of health care to clients
- Highly developed verbal and written communication skills including the use of various computer programs such as Excel, Word and client management systems
- A willingness to provide mental health support across multiple mediums including telehealth and other digital platforms.
- A commitment to Mental Health & Wellbeing promotion within the community
- A basic understanding of the mental health system and the Mental Health & Wellbeing Act and

associated regulatory frameworks

- Ability to work in a multidisciplinary team, including inter/intra agency consultation.
- High level of interpersonal skills and demonstrated ability to engage clients, and liaise and consult with relevant family members, as well as a broad range of health professionals, and community agencies
- A willingness, ability and commitment to learn and contribute to further self-development and education.
- Knowledge of, and demonstrated skills in, the techniques of assessment, crisis assessment and intervention, counselling and psychosocial rehabilitation.

MANDATORY REQUIREMENTS

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Disability Worker Exclusion Scheme (DWES) Check:

Where applicable, completion of a clear Disability Worker Exclusion Scheme Check must be undertaken for all positions providing services under the NDIS. A DWES check is required to be completed prior to commencement at Bendigo Health where the position involves working within a Disability Service or providing service under the NDIS.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence:

A current Victorian driver's licence is required for this position

All Mildura Base Public Hospital sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____